DOCUMENT RESUME

ED 238 487 JC 840 015

TITLE Faculty Compensation Study, 1982-83.
INSTITUTION Johnson County Community Coll., Overland Park, KS. Office of Institutional Research.
PUB DATE May 83
NOTE 14p.
PUB TYPE Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160) -- Statistical Data (110)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Class Size; *College Faculty; Community Colleges; *Faculty Workload; Fringe Benefits; Full Time Faculty; Librarians; National Surveys; Part Time Faculty; Questionnaires; School Counselors; *Teacher Characteristics; *Teacher Employment Benefits; Teacher Salaries; Teaching Load; Two Year Colleges

ABSTRACT

A national study of faculty compensation, fringe benefits, and workload policies was conducted by a joint committee of faculty and administrators at Johnson County Community College (JCCC). On the basis of size, comparability with JCCC, and judgment of committee members, 53 colleges in 21 states were selected for the survey. Study findings, based on responses from 22 institutions, included the following: (1) the colleges had an average headcount enrollment (in Fall 1982) of 7,495 students, average general/educational expenditures (in 1982-83) of $12,906,000, an average service area population in 1980 of 267,666 residents, and had been in operation an average of 23 years; (2) the colleges employed an average of 149 full-time instructors, 233 part-time instructors, 8.9 counselors, and 3.8 librarians; (3) faculty at 9 of 20 responding colleges were represented by a union or professional association; (4) the average faculty salary was $24,802 per academic year; (5) the majority of the colleges used a flat rate to determine faculty overload and summer compensation; (6) 86.4% of the colleges offered employee medical insurance, 68.2% dental insurance, 72.7% life insurance, and 50% employee tuition reimbursement; (7) the average workload for those teaching lecture classes was 15.1 credit hours; while for those teaching lab/studio classes, the average workload was 13.2 credit hours; and (8) the average class size was 20.4 students. The survey instrument is appended. (HB)

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FACULTY COMPENSATION STUDY 1982-83

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May 1983
Office of Institutional Research
Johnson County Community College
12345 College at Quivira
Overland Park, Kansas 66210-1299

JC 840 015

FACULTY COMPENSATION STUDY
1982-83

A joint committee made up of members of the faculty and administration of Johnson County Community College conducted a national study of faculty compensation, fringe benefits and workload policies.

A survey instrument was designed by the committee and mailed to a national sample of community colleges that was selected by a process intended to select colleges comparable with JCCC.

First, a list of all public community colleges with Fall, 1981 headcount enrollments ranging from 5,000 to 9,000 was prepared. The committee identified 17 colleges from the list as comparable with JCCC, that is, well-established, suburban and comprehensive community colleges. The three fellow members of the League for Innovation in the Community College were selected by consensus in this step. Sixty-three of the remaining colleges were then randomly selected. Members of the administration and faculty each were allowed to eliminate 15 colleges from the list, and this final step in the process resulted in the sample of 53 community colleges surveyed in this study. Thus, the selection process combined the judgment of the committee members with common sampling techniques to produce a sample that was agreed to be representative of colleges comparable to JCCC. This final sample included colleges from 21 states.

Twenty-two of the 53 colleges, or approximately 42 percent, responded to the survey. The following tables summarize the pertinent results of the survey and include data from JCCC, or from a total of 23 comparable institutions.

Because not all responding colleges answered all survey questions, data is reported only for those questions to which at least half of the colleges responded. The number of responses from which the data were calculated is noted in each table.

If you have any additional questions or concerns, feel free to call:

Office of Institutional Research
Johnson County Community College
12345 College at Quivira
Overland Park, KS 66210
(913) 888-8500 ext. 441

TABLE 1

COLLEGE CHARACTERISTICS

	Average of responding colleges	Number of responses
Headcount enrollment, Fall, 1982	7,495	20
General/educational expenditures, 1982-83:	$12,906,000	18
Service area population, 1980:	267,666	18
Years in operation:	23	20

TABLE 2

FACULTY CHARACTERISTICS

	Average of responding colleges	Number of responses
Number:		
Full-time teaching faculty	148.8	20
Part-time teaching faculty	233.4	16
Counselors	8.9	20
Librarians	3.8	20
Median Age:	41.6	14
Median years of service:	8.0	15
Education:		
Bachelor's degree	9.8%	12
Master's degree	47.1%	12
Master's degree plus 30 hours	27.6%	12
Doctorate	15.6%	12

TABLE 3

FACULTY REPRESENTATION

	Yes	No	Number of responses
Represented by professional association or union?	9	11	20
Affiliation:			
NEA	8	--	--
AAUP	0	--	--
AFT	1	--	--
other	0	--	--

TABLE 4

FACULTY SALARIES

	Average of responding colleges	Number of responses
Average academic year[1] salary:	$24,802	19
Median academic year[1] salary:	$25,031	17
Midpoints of salary ranges:		
BA range	$19,626	10
MA range	20,992	15
MA + 30 range	22,925	14
doctorate range	25,108	15
Recent salary increase:		
1979-80 to 1980-81	11.7%	16
1980-81 to 1981-82	10.4%	16
1981-82 to 1982-83	8.1%	15

1. Academic year was interpreted as the predominant contract length for the majority of faculty at each responding institution.

TABLE 5

OVERLOAD, SUMMER & PART-TIME FACULTY COMPENSATION

	Colleges using % of salary	Colleges using flat rate	Number of responses
Full-time faculty overload:	3	16	19
Full-time faculty summer:	8	12	20
Full-time faculty compensation per semester credit hour:[2]			
overload		$335	16
summer		$344	12
Part-time faculty compensation per semester credit hour:[2]			
low		$270	21
midpoint		$284	21
high		$299	21

2. Contact hours were converted to semester credit hours by assuming 17 contact hours per semester credit hour. Quarter credit hours were converted to semester credit hours assuming 1.5 quarter credit hours per semester credit hour.

TABLE 6

DISTRIBUTION OF MEAN AND MEDIAN FACULTY SALARIES

Salary Range	Mean	Median
$32,000 - 32,999	--	1
31,000 - 31,999	--	--
30,000 - 30,999	1	--
29,000 - 29,999	--	--
28,000 - 28,999	--	--
27,000 - 27,999	1	1
26,000 - 26,999	4	1
25,000 - 25,999	3	5
24,000 - 24,999	2	4
23,000 - 23,999	4	3
22,000 - 22,999	2	2
21,000 - 21,999	2	--
Number of Responses	19	17

TABLE 7

FRINGE BENEFIT PROGRAMS

Benefit	100% Paid	Partially Paid	Offered at Employee's Expense	Employee Benefit Pool	Not Offered
Health/Major Medical Insurance:					
Employee	86.4%	4.5%	--	9.1%	--
Dependents	36.4	18.2	31.8	13.6	--
Dental Care Insurance:					
Employee	68.2	4.5	--	9.1	18.2
Dependents	27.3	13.6	27.3	9.1	22.7
Orthodontia:	31.8	—	4.5	9.1	54.5
Vision:					
Employee	4.5	--	--	9.1	86.4
Dependents	--	—	4.5	9.1	86.4
Term Life Insurance:	72.7	4.5	4.5	13.6	4.5
Income Protection:	59.1	4.5	--	9.1	27.3
Tax Sheltered Annuity:	9.1	—	59.1	9.1	22.7
Accidental Death/Dismemberment:	72.7	—	9.1	9.1	9.1
Business Travel Insurance:	27.3	--	--	4.5	68.2
Professional Liability Insurance:	45.5	--	--	4.5	50.0
Employee Assistance Program:	13.6	--	—	4.5	81.8
Tuition Reimbursement:					
Employee	50.0	22.7	--	4.5	22.7
Dependents	36.4	13.6	--	4.5	45.5
Childcare:	—	—	27.3	4.5	68.2
Group Legal:	—	--	4.5	4.5	90.9

Number of responses: 22

TABLE 8

LIFE INSURANCE AND RETIREMENT CONTRIBUTIONS

	Average of responding colleges	Number of responses
Paid life insurance amount	$34,205	16
State retirement contribution	8.2%	16
FICA contribution	3.8%[3]	16
Annuity or other contribution	1.1%	16
Total contribution	13.1%	16

3. Average includes all colleges who do not contribute to the social security system as well as those who do. All colleges that contribute to the system contribute 6.7%.

TABLE 9

ANTICIPATED CHANGES IN BENEFIT PLANS

Anticipated Change	Yes	No	Number of responses
Increase in health insurance deductible:	3	16	19
Increase in health insurance stop loss:	1	18	--
Increase in portion of health insurance premium paid by employee:	2	17	--
Deletion of exclusions to health insurance coverage:	1	18	--
Change in health insurance carrier:	5	14	--
Other:			
addition of dental insurance	3	--	--
move to self-insurance	1	--	--
addition of disability insurance	1	--	--
Average anticipated increase in health insurance premium	19.1%		17

TABLE 10

WORKLOAD

	Average of responding colleges	Number of responses
Instructor Workload		
Lecture classes:		
typical credit hour load	15.1	16
typical contact hour load	15.3	14
typical number of preparations	2.9	13
Lab/Studio classes:		
typical credit hour load	13.2	9
typical contact hour load	18.7	11
typical number of preparations	3.1	9
Overall average class size:	20.4	15
Counselor Workload		
Hours worked per week:	38.6	19
Students per counselor:	1,092.0	20
Librarian Workload		
Hours worked per week:	38.7	19
Students per librarian:	2,803.7	20

JOHNSON COUNTY COMMUNITY COLLEGE
FACULTY COMPENSATION STUDY
1982 - 83

SAMPLE

Each year, the faculty compensation program at Johnson County Community College is evaluated for competitiveness with similar colleges. Your college has been chosen using common sampling techniques from all public community colleges with headcount enrollments similar to those at JCCC.

Please remove all references that identify your college from materials sent to us. Summary reports will be provided to you upon subsequent request.

Please complete the survey using your best available data. Incomplete data is preferrable to no response. All responses received by March 1st will be included in the study.

INSTITUTIONAL AND COMMUNITY CHARACTERISTICS:

1. Fall, 1982 enrollment:

_____ credit headcount

_____ credit FTE (student credit hours ÷ 15)

_____ non-credit headcount

2. Operating Budget:

_____ total educational and general expenditures (from 1981-82 HEGIS Financial Statistics Report, Part B, Line 12)

3. Year college or district was founded: _____

4. Population of county in which the college is located or of college service areas (if available):

_____ county population

_____ service area population

5. Consumer Price Index and per capita income for nearest county or SMSA (if available):

_____ county CPI _____ county per capita income

_____ SMSA CPI _____ SMSA per capita income

6. Number of employees:

a) Full-time salaried employees:	Contract Length 9-month	10-month	12-month	TOTAL
teaching faculty				
counselors				
librarians				
other non-teaching faculty				
administrators				
other support staff				
TOTAL full-time employees				

b) Part-time faculty:

total number _____

full-time teacher equivalents _____

7. Is your faculty represented by a professional bargaining unit in negotiations with the governing board?

_____ yes _____ no

8. Affiliation of faculty association:

_____ NEA _____ AAUP _____ AFT _____ other, please specify

_____

9. Number of positions in the bargaining unit: _____

10. Is your college experiencing any of the following conditions? (Check all that apply.)

_____ declining enrollments (% decrease since Fall, 1980 _____)

_____ increasing enrollments (% increase since Fall, 1980 _____)

_____ financial problems/declining resources (% revenue decrease since FY 1980-1981 _____)

_____ present/anticipated reduction in force (total faculty positions reduced past year _____)

FACULTY WORKLOAD:

11. Average/typical semester teaching workload for full-time faculty:

Course type	credit hours	contact hours	number of preparations
Lecture	_____	_____	_____
Laboratory/studio	_____	_____	_____
Other, please specify _____	_____	_____	_____

12. Average/typical workweek for non-teaching academic personnel:

Counselors _____ hours

Librarians _____ hours

Other non-teaching, please specify _____ _____ hours

13. Average (approximate) class size:

_____ overall

_____ lecture courses

_____ laboratory/studio courses

_____ other, please specify _____

14. Please attach a copy of your workload policies for faculty and/or other members of the bargaining unit. (Please remove any marks which would identify your college.)

FACULTY SALARIES:

15. Faculty characteristics:

a) Age: _____ average

_____ median

b) Length of service at your college: _____ average

_____ median

16. Please attach a current (Academic year 1982-83) salary schedule and instructions for placing faculty at various ranks. Please remove any marks which would identify your college.

Also, if you have attached a salary schedule, please identify the number of full-time faculty at each step on the following schedule.

Years of service/ experience or other step criteria	Bachelor's			Master's			MA + 30/Spec			Doctorate		
	9 mo	10 mo	12 mo	9 mo	10 mo	12 mo	9 mo	10 mo	12 mo	9 mo	10 mo	12 mo
1												
2												
3												
4												
5												
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22												
23												
24												
25												

Faculty salaries (continued)

If you have not attached a salary schedule or if you have not completed the grid on the previous page, please complete the following information:

	9 mo	10 mo	12 mo
average	_____	_____	_____
median	_____	_____	_____
high	_____	_____	_____
low	_____	_____	_____

17. Recent average percentage increases in faculty salaries:

1979-80 to 1980-81 _____%

1980-81 to 1981-82 _____%

1981-82 to 1982-83 (anticipated) _____%

18. What is the salary schedule for part-time/overload faculty:

	Faculty		
	part-time	full-time/ overload	full-time/ summer
Per semester credit hour	$_____	$_____	$_____
Per quarter credit hour	$_____	$_____	$_____
Per credit contact hour	$_____	$_____	$_____
Per non-credit contact hour	$_____	$_____	$_____

19. Do you currently use a merit pay formula to establish faculty salaries?

_____ yes _____ no

Please attach explanation of criteria for implementation of merit pay. (Please remove any marks which would identify your college.)

FRINGE BENEFITS:

20. Please check the appropriate boxes to indicate the fringe benefits that you provide to faculty and/or other employees.

Fringe Benefit	Benefit Premium Contributed by Institution				
	100% Paid	Partially Paid	Offered at Employees' Expense	Employee Benefits Pool*	Not Offered
Health/Major Medical (Employee only)					
Health/Major Medical (Dependent/Family)					
Dental Care (Employee only)					
Dental Care (Dependent/Family)					
Orthodontia					
Vision Care (Employee only)					
Vision Care (Dependent/Family)					
Term Life insurance					
Income Protection/ Disability Insurance					
Tax Deferred Annuity					
Accidental Death/ Dismemberment					
Business Travel Insurance					
Professional Liability Insurance					
Employee Assistance Program					
Tuition Reimbursement (Employee Only)					
Tuition Reimbursement (Dependent/Family)					
Child Care					
Group Legal					

* You provide a dollar amount for each employee to select benefits on some type of "cafeteria plan."

21. Do you offer options on the provider of health insurance?

_____ yes (number of options: _____)

_____ no

22. What are the deductible and stop-loss amounts for each of your various insurance coverages:

	Deductible		Stop-loss	
Health Insurance	Employee	Dependent	Employee	Dependent
Option 1	$_____	$_____	$_____	$_____
Option 2	$_____	$_____	$_____	$_____
Dental	$_____	$_____	$_____	$_____
Orthodontia	$_____	$_____	$_____	$_____
Vision	$_____	$_____	$_____	$_____

23. Amount of Life Insurance coverage provided by college for employee:

flat dollar amount $_____

or % of salary $_____

24. What was the most recent increase in health insurance premium? _____%

25. What percent of employee salary does the college contribute to the following retirement plans:

State retirement plan _____%

FICA _____%

Other, please specify (e.g. TSA) _____ _____%

26. Have you recently experienced or do you anticipate any of the following changes in the benefit plans that you offer to employees? (Check all that apply and circle nature of change.)

___ change in health insurance deductible (increase/decrease?)

___ change in health insurance stop-loss (increase/decrease?)

___ change in portion of health insurance premium paid by employee (increase/decrease?)

___ change in exclusions covered by health insurance (addition/deletion?)

___ change in health insurance carrier

___ other changes, please specify _____

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